

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Environment, transport and planning
Service Area:	Highways
Name of the proposal :	York Walls in Bloom
Lead officer:	Liam Dennis
Date assessment completed:	10/11/2025

Names of those who contributed to the assessment :

Name	Job title	Organisation	Area of expertise
Liam Dennis	Ancient Monuments Manager	CYC	Communities, conservation,
Luara Dickson	Project Engineer	CYC	Project Delivery
Ben Reeves	Project Officer	CYC	Archaeology, heritage, conservation

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	To change how we undertake maintenance of the greenspace around the Bar Walls, to improve how it looks, the environment and habitat, while reducing the amount of resources (water, carbon, money, time) we spend doing that
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<i>1979 Archaeological areas and schedule ancient monuments act.</i> Historic England advice notes and best practice Equalities act 2010
1.3	Who are the stakeholders and what are their interests?
	Visitors- who visit the monument from all over the world. Residents who live or work near the monument, and who use it on a daily basis Historic England who has a statutory duty over the monument care York Civic Trust, who have an interest in the heritage conservation of the city. Friends of York Walls- community groups whose focus is the care and access on the monument.

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1.4	<p>What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.</p> <p>Improved aesthetic, environmental, sustainability and biodiversity of the City walls for all Improved appreciation of the importance of the green space around the city walls for residents and visitors to the city walls Affordability- by attracting external funding for projects on the city walls and reducing the investment of CYC resources on the management of the city walls Health- improved health and wellbeing outcomes associated with better environment and access to greenspace. Volunteering- create high quality volunteering opportunities associated with the city walls, Create opportunities for staff, particularly public realm staff to engage in CPD related to sustainability and biodiverse greenspace management. Reduce the investment in water and carbon used in managing the greenspace around the city walls.</p>
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Step 2 – Gathering the information and feedback

2.1	<p>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.</p>
Source of data/supporting evidence	Reason for using
UN Sustainable development Goals	Internationally recognised objectives to guide for positive city growth,

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feedback form trial, particularly social media engagement	To help guide our understanding of the initial reaction to the trial project on Station Rise
Feedback form st Nicks and York Cares	Understand the volunteer and partner experience of the trail project
Ward Profiles	Understand the communities that live near the walls, their needs and demographics to help target and tailor projects

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.
Gaps in data or knowledge	Action to deal with this
Base line botanical survey	Work with st nicks and York University to undertake prior to [projects commencement
Feedback form residents who specifically live next to the monument	Undertake engagement prior to project commencement,

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.
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Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	St Nicks runs a variety of sessions aimed at both children and older adults including education and practical sessions	+	M
Disability	York Cares and St nicks are experienced in running inclusive sessions for all, due to the nature of the projects being physically demanding a number of opportunities aren't suitable for people with specific physical disabilities	+	L
Gender	York Cares and st nicks ensure that volunteering opportunities are open to all. Additionally the environmental, health and wellbeing and athletic benefits of the projects are universal,	+	L
Gender Reassignment	York Cares and st nicks ensure that volunteering opportunities are open to all. Additionally the environmental, health and wellbeing and athletic benefits of the projects are universal,	+	L
Marriage and civil partnership	York Cares and st nicks ensure that volunteering opportunities are open to all. Additionally the environmental, health and wellbeing and athletic benefits of the projects are universal,	+	L
Pregnancy and maternity	York Cares and st nicks ensure that volunteering opportunities are open to all. Additionally the environmental,	+	L

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	health and wellbeing and athletic benefits of the projects are universal,		
Race	York Cares and st nicks ensure that volunteering opportunities are open to all. Additionally the environmental, health and wellbeing and athletic benefits of the projects are universal,	+	L
Religion and belief	York Cares and st nicks ensure that volunteering opportunities are open to all. Additionally the environmental, health and wellbeing and athletic benefits of the projects are universal,	+	L
Sexual orientation	York Cares and st nicks ensure that volunteering opportunities are open to all. Additionally the environmental, health and wellbeing and athletic benefits of the projects are universal,	+	L
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer			
Low income groups			
Veterans, Armed Forces Community			
Other			

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Impact on human rights:			
List any human rights impacted.	This project delivers on sustainable developments Goals 's 3,11,13 and 15		

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

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High impact (The proposal or process is very equality relevant)	There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.
Medium impact (The proposal or process is somewhat equality relevant)	There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights
Low impact (The proposal or process might be equality relevant)	There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
<p>Baselining and Careful monitoring of the project to make sure they are creating the envisaged benefits. Ensure we are collating feedback from volunteers, visitors, residents and staff to assess reactions Engage with visitors and residents to raise awareness and understanding of the projects, its aims an importance</p>	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
<ul style="list-style-type: none">- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.	

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- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No Major Changes	Overall the project is accessed to have positive impacts but it is noted that careful monitoring and engagement particularly with communities adjacent to the walls are needed to maximise benefits

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Community engagement	Engage with communities directly local to the proposed locations of projects	LD	6 months

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	<p>Ask St Nick and York Cares to provide a profile breakdown of the volunteers they engage.</p> <p>Log the community feedback to the project from local residents</p> <p>Log the wider engagement social media etc for wider context</p> <p>Monitor the ecology of the sites to assess environmental impacts.</p>